



## **Seven Ways for Supervisors to Get Ready for NSPS**

### ***Make a Difference***

"America is counting on each of us to move the Department of Defense into a new era of employee opportunity and excellence."

*The Honorable Gordon R. England  
Senior Executive for NSPS*

Visit our website at  
**[www.cpms.osd.mil/nsps](http://www.cpms.osd.mil/nsps)**

*As a manager or supervisor, you are key to helping your staff successfully transition to NSPS. Your staff trusts you and relies on you to help them through this transition. Read on to get ideas on what you can do now to help them get ready.*

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1. Reinforce with staff members your organization's goals for the year and help them understand how their work contributes to meeting these goals.

2. Give timely and specific feedback about their performance and share what is and what is not working.

**Tip!** Consider keeping a calendar to remind you of when, and how often, you meet with your staff.

3. Keep abreast of the latest information. The NSPS website is regularly updated. This is the place to get up-to-the-minute information about NSPS and available training and resources.

4. Host periodic informal or formal meetings to share what you know. While the specifics about NSPS will not be known for a few months, there is information available you should share with your staff.

5. Learn what it is like to manage and work in a pay-for-performance system from your colleagues in one of the laboratory or acquisition demonstration projects.

6. Visit your Component website to learn about specific training that is available to help lay the foundation for NSPS to succeed before NSPS is launched.

7. Establish a peer support network. No one said this was going to be easy. Managing people is one of the greatest challenges and most rewarding aspects of being a supervisor. Consider starting a peer network to share what is and what is not working.

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